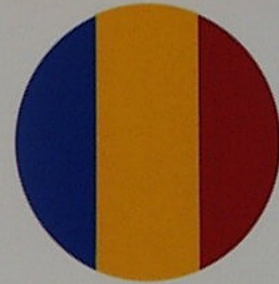


BLDG 911 RANDOLPH ROAD
FORT SILL, OK 73503-7101



**TRADOC
DCSED**



FORT SILL

COL WALTER R. CYRUS

SGM R. M. DURAN

TIE Sill Issues

Opened issues:

01-7: Quota utilization (close to solution)

02-4: Title XI 74B40 slot eliminated from TIE TDA (work)

01-4: POI staffing (working)

01-13: Instructor strength (working)

01-9: Instructor sustainment training (working)

**02-3: Combat development support of training development
big to fix?)**

Issues to be closed or monitored:

01-3: Student preparation (monitor solution)

01-6: Junior officer technical training (monitor solution)

02-1: Over-40 physical exams (close)

02-2: 91W reclassification (close)

Issue 01-7: Quota Utilization

ISSUE: School quotas are developed during the SMDR process but not utilized by the inputting customer units.

DISCUSSION: More than 20% of requested school quotas are unused each year. Disparity between school quotas generated and utilized by customer units is a perennial command emphasis problem. Customer units inflate needs by failing to update ATRRS inputs as unit personnel circumstances change. Erroneous inputs are not corrected during scrubs before or during WTRAPs, RTCCs and NTCCs. Quota source managers (QSMs), their leaders, and key SMDR process participants often are inadequately trained and/or improperly prepared to represent their schoolhouse or customer units in these SMDR event.

IMPACT: Most course cancellations and consolidations result from student no-shows that were erroneously retained in ATRRS by their QSMs.

RECOMMENDATION: DCS&D work with MACOMs to improve systematic identification, training and preparation of all key persons involved in the SMDR process. In particular designate who is required to participate, and publicize the education/experience requirements for participation. Develop and institute a mandatory standard orientation for new attendees prior to each RTCC.

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Issue 02-4: Title XI 74B40 eliminated from

ISSUE: Elimination of the Title XI 74B40 slot will impair TIE-Sill functionality.

DISCUSSION: Beginning with the FY03 TDA, TIE-Sill's 74B40 ISO slot will be eliminated. This NCO's responsibilities respecting the 50 users of the TIE-Sill LAN and Region F WAN include:

- System administrator: advises on policy; monitors daily use
- Information manager: oversees information storage and dissemination
- Network security manager: handles anti-virus installations, updates, alerts, incidents
- Account manager: requests & monitors user accounts
- Property manager: assigns and oversees computer user hand-receipts
- Software & hardware configuration manager: installations & updates
- Liaison with DOIMs at Fort Monroe and Fort Sill: coordinates LAN/WAN support
- Computer network training manager: trains or enrolls users in training
- Help desk & troubleshooter: solves or coordinates solution of user problems
- Procurement officer: advises on and oversees purchase of computer items
- VTC coordinator

IMPACT: These functions must be performed in/for Region F or the LAN and WAN will fall into increasing disarray and communication will be unacceptably impaired.

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Issue 01-4: POI Staffing

ISSUE: Proponent schools frequently make POI changes which are difficult or impossible for TASS battalions to execute.

DISCUSSION: Raised at TIE-Sill's REC, 19 Jan 01. TR 350-70 requires that a POI change be staffed only if more than 30% of the POI is being changed. Most changes take the form of errata sheets, change less than 30% of the POI; many would pose a staffing burden out of proportion to the intended result. RC liaison officers at proponent schools are not involved with coordination of POI changes. Proponent Div(IT)s staff only major changes, and not with consistency. As their TASS battalion's liaison with proponent, Title XIs are well-positioned to influence POI development. TRADOC intends for the new QA program to discipline proponent POI development procedures. See also Issue 02-3: Combat Development Support of Training Development.

IMPACT: TASS battalions are asked to implement inadequately resourced or otherwise unworkable POIs.

RECOMMENDATION: DCS&D and TIEs direct Title XIs to be involved proactively and continuously in all POI development affecting their battalions. All agencies monitor impact of TRADOC QA program on POI staffing; DCS&D brief implementation status at next RTC and REC (S: 15 Feb 02).

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Issue 01-13: Instructor Strength

ISSUE: Recruiting and retention of TASS instructors is inadequate.

DISCUSSION: Raised at TIE-Sill's REC, 19 Jan 01. Nine of twenty-two TASS battalions in Region F are below 70% of authorized instructor strength. Reduction of most E8 instructor authorizations to E7 seriously impacted the quality of instruction, particularly where such slots are occupied by newly-promoted NCOs with little or no experience as platoon sergeants. This change also reduced incentive, duration of utilization and continuity by reducing possibility of promotion within the battalion.

IMPACT: Quality of instruction is diminished. Scheduling flexibility is reduced by shortage of qualified instructors, resulting in more class consolidations and non-conducts.

RECOMMENDATION: TIE-Sill continue to work with affected units to give priority to recruiting and retention. DCSED explore and brief next RTC and REC on possible systemic changes such as restoring E8 teaching billets; adding incentives such as promotion points; allowing two ATs annually; and restructuring career development to encourage and integrate instructor duty (S: 15 Feb 02).

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Issue 01-9: Instructor Sustainment Training

ISSUE: In certain MOSCs, equipment is not available for TASS instructors to train with sufficient frequency to sustain perishable critical skills.

DISCUSSION: Raised at TIE-Sill's REC, 19 Jan 01. The DOD C4I system consists of numerous automated, interoperable C4I devices (computer workstations, LANs or WANs). In the Army, the latest array of such sub-systems, collectively known as the Army Battle Command System (ABCS), currently is being fielded to reserve component units. These devices require regular operator practice in order to sustain proficiency. In some proponents, combat developers curtailed associated training development funding to the extent of failing to provide BOI enabling TASS instructors regularly to access such devices to sustain their proficiency. Also, TASS battalion TDAs typically authorize no tactical equipment. NGB has identified and begun to fund purchase of either tactical or "white box" versions of some devices for TASS battalions (e. g., 23 light ASAS workstations per TASS MI battalion). TIE-Sill has asked NGB to describe the full extent of this commitment, so that the remaining shortfall can be determined (S: 15 Feb 02).

IMPACT: TASS instructors unsupported with ABCS workstations will be unable to sustain their own proficiency as instructors.

RECOMMENDATION: DCS&D work with MACOMs (especially NGB) to determine and arrange for providing of correct the full extent of
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Issue 02-3: CD Support of TD

ISSUE: Proponent combat developers generally did not make equipment available to support TASS instructor sustainment training in constructing BOIP (e. g., for ABCS sub-systems).

DISCUSSION: Combat development cost overruns and inadequate training development interface often result in failure to provide sufficient institutional training resources for new systems. The design of TASS as an organization intended to use borrowed tactical equipment gives combat developers little reason to consider TASS instructor sustainment training requirements.

IMPACT: TASS instructors will have difficulty remaining proficient in equipment-intensive perishable skills.

RECOMMENDATION: DCS&D explore and brief next RTC and REC in ways for proponents to insure proper TASS inclusion in BOI calculations (S: 15 Feb 02).

Issue 01-3: Student Preparation

ISSUE: There is widespread lack of student preparation for courses, mostly failure to comply with pre-execution checklist items.

DISCUSSION: Raised at TIE-Sill's REC, 19 Jan 01. Often course prerequisites are not readily available on ATRRS or elsewhere for students' unit. Many TASS attendees arrive with incomplete or wrong checklist. Most common failures are no APFT, overweight and lack of proper equipment. Cadre then spends next 72 hours correcting problems so soldiers can attend school. TRADOC plans to imbed automated pre-execution checklists in ATRRS beginning August 2002, to provide one standardized, current checklist per course that is available to everybody. Original concept did not envision checklists tailored by proponent and/or course. Proponents plan to eliminate extra (or ambiguously described) administrative time and resources which previously had been allocated for such checking and remediation.

IMPACT: A single standardized checklist will not work for all courses; students and their units would continue to have difficulty determining and meeting proponent- and course-peculiar prerequisites.

RECOMMENDATION: TRADOC develop, publish an ATRRS pre-execution checklist format, and institute a training plan for it, enabling proponents to tailor the standard ATRRS checklist to each specific course type (S: 31 Aug 02) 21:24 TIE Directors' Meeting 13-14 Feb 9

Issue 01-6: Junior Officer Technical Training

ISSUE: Duration of technical phases of officer accession courses (OBC) deters many prospective recruits from becoming reserve component officers.

DISCUSSION: Raised at TIE-Sill's REC, 19 Jan 01. Potential junior officers are discouraged from joining units, or else drop out early, rather than risk displeasure of their civilian employers. Long technical phases of OBC need to be broken down into shorter segments to accommodate reserve component needs. Thus structured, some technical phases might require several years for reservists to complete. Region F Executive Council recommended that TRADOC consider resurrecting ARNG OCS and USAR OBC or equivalents. TRADOC currently is overhauling the entire officer professional development scheme, and is aware of this issue.

IMPACT: Reserve components are unable to recruit and retain new junior officers in sufficient quantity and quality.

RECOMMENDATION: DCS&D brief status of TRADOC officer professional development revision at next REC and RTC (S: 15 Feb 02).

Issue 02-1: Over-40 Physical Exams

ISSUE: Ambiguity of AR 351-1 led to incorrect proponent procedure regarding over-40 physical exams and cardiovascular screening.

DISCUSSION: Raised at TIE-Sill's RTC, 7 Dec 01. AR 40-501 Paragraph 8-25 C (2), the medical regulation, states that mandatory screening of each soldier will take place at the 1st scheduled physical after the soldier's 40th birthday. AR 351-1 Paragraph 5-32 states says soldiers must have an over-40 screening. USASMA for a time interpreted the latter regulation to mean that screening had to occur prior to a soldier's admission to their courses (e. g. ANCOC), and accordingly refused course admission to several 95th Division students. Actually AR 351-1 merely restates the requirement of AR 40-501 in more general terms. USASMA since has accepted that AR 40-501 is binding as cited above.

IMPACT: Students erroneously denied course enrollment.

RECOMMENDATION: DCS&D ask TRADOC to send a message to proponent schools clarifying the intent of AR 351-1, and to revise AR 351-1 to specifically mirror the standard as stated in AR 40-501.

Issue 02-2: 91W Reclassification

ISSUE: Lack of reserve component method to reclassify non-medical soldiers to 91W MOS.

DISCUSSION: Raised at TIE-Sill's RTC, 7 Dec 01. Currently no procedure exists to enable non-medical soldiers to reclassify into 91W MOS.

IMPACT: Non-medical soldiers are excluded from a shortage MOS.

RECOMMENDATION: TIE-Sill raise the question at the AMEDD Conference in Mar 02. If need is valid, DCSed request AMEDD develop a reclassification course for non-medical soldiers. TIE-Sill back-brief the next REC (Jun 02).

TASS Commander's Smart Book

Accreditation Process

Regulatory guidance

Training, testing & training support

Administrative Procedures

Instructor certification

SMDR & student administration

Resource coordination

Use of TXI Soldiers

Regulatory guidance

Responsibilities & limitations

Evaluations & awards

Available Assistance

TIEs & DCSED

Div(IT)s & RTIs

Proponent schools

Customer units

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Key TASS Indicators – TIE Sill

Indicator	Status	Remarks
Quota Utilization	85%	Issue raised at RTC and REC
Class Performance	93%	Primary reason is no-shows
Accreditation	100%	
TASS Bn Title XIs	105%	AR 3, MI 3, QM 3, TC 1 Asgnd 42 Auth 40
Instructors		
- Assigned	88%	Title XIs and TIE work with local units to recruit
- Certified	79%	Aggressively monitor Title XI instructor certification

-  Red = Significant training issues or problem areas
-  Amber = Potential training issues or problem areas
-  Green = No significant issues or problem areas

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Key Indicators – TIE Sill

Indicator	Status	Remarks
Personnel	Green	74B NCO
Ammunition Management	Green	
Class Tracking	Green	
ATRRS Training / Operators	Amber	TIE coordinating a Regional class
Budget	Green	40% spent to date
Automation	Amber	Need laptops for TIE headquarters

-  Red = Significant training issues or problem areas
-  Amber = Potential training issues or problem areas
-  Green = No significant issues or problem areas

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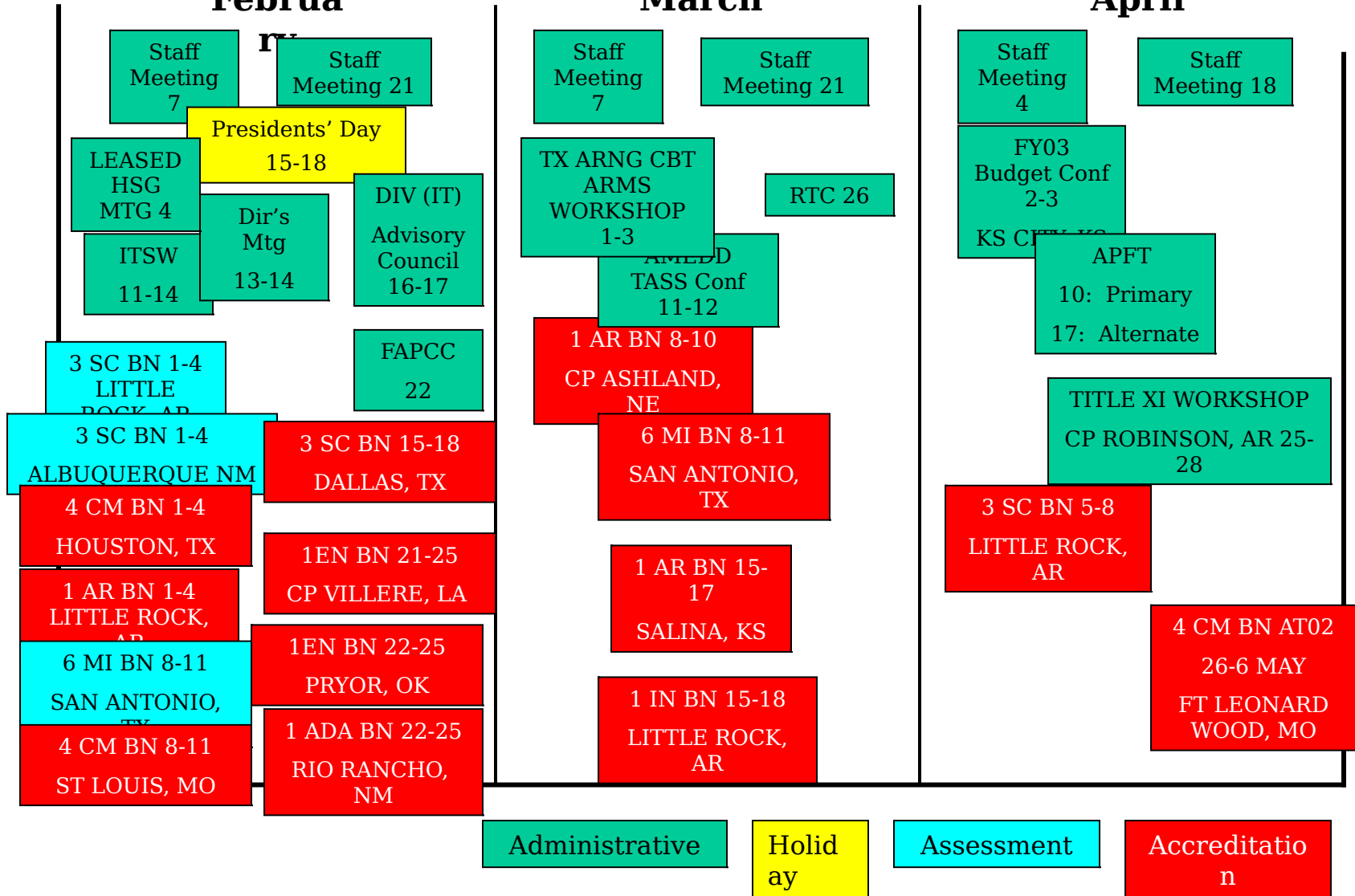
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TIE Sill - 90 Day Calendar

Februa

March

April



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Meeting 13 14 Feb

Questions?

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